



PROGRESS IN MOTION

The City of Frisco

Public Works

Deputy Director

Apply by November 30, 2016

Why Apply to Become Frisco's Public Works Deputy Director?

Frisco, Texas is located in Denton and Collin Counties, approximately 20 minutes north of Dallas and the Dallas/Fort Worth International Airport. Frisco is known for business with new corporations calling Frisco home each day.

One of the fastest growing communities in Texas, Frisco's population has grown from about 34,000 in 2000 to over 157,000 at the beginning of September 2016. Supported by strong infrastructure, exceptional leadership, and quality commercial developments, Frisco is regularly listed as one of the best places to live in the United States in various rankings. Our Business and Civic infrastructure supports an exceptional community and an extraordinary quality of life. Offering a strong economy through diversification, corporate vitality and quality of life, Frisco is proud to be known as a city with *Progress in Motion*.

The City of Frisco Public Works Department has developed a reputation of innovation and service to our residents. The Department is strongly supported by the community and City Leadership. This is an excellent professional opportunity to lead a thriving Public Works Department and a talented staff into the future.

The Community

According to the most recent U.S. Census estimates (2014), 70% of Frisco residents are under the age of 45, with the majority of residents falling into the 40-44 age bracket. School-age children make up 27.2% of the population, and children under 5 make up an additional 7.14%. The median household income is \$115,603, which supports a higher-than-average home-ownership rate of 76.4% in Frisco, compared with 64.4% nationally. The average value of a single-family home in Frisco is \$359,924, and median rent is \$1,222 per month.



The Frisco Independent School District is the largest in the state to receive the Exemplary rating. FISD is the fastest growing school district in the nation. The University of Texas at Arlington, the University of Dallas, Amberton University, and Collin College all have campuses in Frisco. Beyond the city limits, 18 additional institutions of higher learning can be found within a 60-mile radius.

Frisco offers a broad range of entertainment opportunities for residents and visitors of all ages and interests. For outdoor fun, our parks system offers more than 1,300 acres of

developed parkland in 43 sites throughout the community. Frisco also has dozens of regulation and recreational sports fields throughout the city, along with 90 miles of hike & bike trails to enjoy. Frisco is also a key retail player in the region, featuring shopping destinations like Stonebriar Centre Mall, IKEA, "Furniture Row" and countless locally owned boutiques. And of course, there's no shortage of award-winning hotels, restaurants and day spas to choose from. In 2016, Frisco became the home of the World Headquarters of the Dallas Cowboys Football Club of the National Football League.

The Public Works Department

Mission

To operate and maintain a rapidly growing infrastructure focusing on public safety for the street and drainage facilities; public health associated with future water demands and all water quality standards; and to protect the environment with outstanding trash collection and recycling services.

The Frisco Public Works Department serves a population of over 157,000 citizens as well as providing contract water service. With an annual budget of about \$80 million for FY2016, the Department employs about 170 employees.

The City of Frisco covers 70 square miles in Collin and Denton Counties in North Central Texas. The City of Frisco is one of 13 member cities of the North Texas Municipal Water District which supplies the city with treated drinking water, wastewater treatment, and landfill disposal services. As a part of the water district and the North Texas region, the Public Works Department has been and will continue to be innovative with water conservation efforts considering the anticipated build out population of over 350,000 people in the next few decades.



The Department is divided into nine budgeted divisions including Administration, Streets, Water, Sewer, Meters, Operations, Stormwater, Environmental Services, and Right-Of-Way Management. Overseeing these divisions is a senior staff that includes an assistant director, two professional engineers, a water resources manager, an environmental services manager, four superintendents, and a business analyst.

The Department is geared for the continued growth of the City and the anticipated expansion of the Department as a result. The Department is well positioned to address that growth with a highly capable staff, up to date equipment, and excellent facilities.



The Position

Reporting to the Director of Public Works, the Deputy Public Works Director oversees, manages, administers, and directs the operations of multiple divisions within the Public Works Department. The Deputy Director works closely with the Director in setting goals and objectives for the department and makes recommendations regarding long range planning, emerging issues and the general needs of the department.

The Deputy Public Works Director provides leadership and guidance to the staff for the assignment, training, and supervision of personnel. The Deputy ensures the safety of the street system; and the proper operation and maintenance of the water, stormwater, and sanitary sewer systems, with a high standard of operational excellence expected from all employees. The Deputy works with surrounding cities as well as other city departments in a team environment.

Other responsibilities include:

- Directly and indirectly supervise department personnel. Enforce policies and procedures through fair but firm discipline, when required.
- Recruit, appoint and promote all personnel of the department according to the policies and procedures of the Department.
- Support the training of department personnel. Update and maintain the policies and procedures of the department.
- Prepare and manage the annual budget.
- Meet or exceed all state and federal rules and regulations regarding drinking water quality standards, as well as water and sewer system operations.
- Prepare and maintain all appropriate records as required by law or as directed by the Public Works Director.
- Assign duties to department personnel and supervise their performance and adherence to the policies and procedures of the department.

Key Issues Facing the New Deputy Public Works Director

Key rapid growth issues facing the city as a whole include: expansion of the city's potable water system focusing on pumping capacity, ground and elevated storage; expansion of the reclaimed water system for irrigation purposes; reduction in infiltration/inflow to improve wastewater collection system operation, expansion of public works facilities for employees and equipment; pavement management, transition to advanced metering infrastructure (AMI); management of utilities within the city right-of-way; compliance with existing and new stormwater regulations; continue to offer outstanding trash and recycling services; and remain highly responsive to the needs of the citizens of Frisco.

The Department is well regarded and enjoys a highly favorable relationship with the citizens of Frisco. Maintaining this relationship is essential. Participating with other departments in City Hall, the Public Works Department hosts two citizen meetings per year as well as frequent citizen workshops for water education. The Department also conducts classroom training at schools for recycling programs.

Planning for and implementing new roads, water, sewer, and other infrastructure while, at the same time, maintaining what has already been put in place in an efficient and effective manner will present challenges not seen in many communities.

Ideal Candidate Profile



The City of Frisco is looking for candidates who are engineering professionals with excellent management and leadership skills, who also possess comprehensive knowledge of all facets of public works operations. The ideal candidate will have a history of progressive, innovative, and proactive program development. Additionally, this candidate will have a proven record for delivering results, building accountability for staff at all levels in the organization, and creating a positive working environment characterized by teamwork and a true sense of public service.

The Deputy Public Works Director will communicate on a regular basis with the Director and have regular meetings to maintain a cohesive operations approach in the community. The Deputy Director will have exceptional communication skills, both verbal and written, and superior analytical abilities. The Deputy Director should have high energy and be capable of inspiring department personnel. The Deputy Director should be extremely customer focused and sensitive to the needs of a growing and diverse community.

The Department has a longstanding relationship with the citizens and it is important that the Deputy Director maintain that relationship by having a vested interest in the Department and community.

The Deputy Director must possess strong leadership skills in guiding staff. The preferred candidate will have knowledge and practical experience in the areas of performance measurement and resource management.

The Deputy Director will have a strong, confident presence and demonstrate personal and professional integrity. The Deputy Director should be a good listener, be accessible, and understand the importance of maintaining close and consistent communication with staff. The ideal candidate will exhibit an open, direct and straightforward communication style and have strong interpersonal skills. The Deputy Director will represent the Public Works operations of the City and will need to be comfortable in public communication.

Experience and Education

Bachelor's Degree in Civil Engineering (Master's Degree in a related field preferred), and ten (10) years experience in supervision and public works operations, including five (5) years at a senior management level in a comparable sized public works department; or equivalent combination of education and experience. Licensure as a Professional Engineer in the State of Texas is required, or the ability to obtain within 6 months. TCEQ certification in water/wastewater operations is preferred.



Compensation and Benefits

\$100,760 - \$161,216 DOQ

City Vehicle

Texas Municipal Retirement System (7% - 2:1)

Medical, Dental, Vision, Flex

457 Plan, Life Insurance

Sick Leave and Vacation

Application Process

The City of Frisco is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **November 30, 2016**. Applications, resumes and cover letters will only be accepted through online application. To apply online, go to jobs.friscotexas.gov. Resumes and cover letters may be uploaded as part of the online application. Supplemental questions may be sent to employment@friscotexas.gov.

Please Visit www.friscotexas.gov